

Message Text

LIMITED OFFICIAL USE

PAGE 01 OECD P 33148 01 OF 02 100739Z

11
ACTION EUR-12

INFO OCT-01 IO-13 ISO-00 AID-05 CEA-01 CIAE-00 COME-00

EB-07 EA-07 FRB-03 INR-07 NEA-10 NSAE-00 USIA-06

OPIC-03 SP-02 TRSE-00 CIEP-01 LAB-04 SIL-01 AGRE-00

OMB-01 ABF-01 /085 W
----- 040386

P R 091538Z NOV 76
FM USMISSION OECD PARIS
TO SECSTATE WASH DC PRIORITY 4175
INFO USMISSION NATO
USMISSION GENEVA
USMISSION EC BRUSSELS

LIMITED OFFICIAL USE SECTION 01 OF 02 OECD PARIS 33148

E.O. 11652: N/A
TAGS: PFOR, OECD, NATO
SUBJECT: CCG MEETING NOVEMBER 3-4 ON SALARY PLAN

REFS: (A) STATE 267904, (B) USNATO 5816, (C) USOECD
30768

1. SUMMARY: AT NOV. 3-4 MEETING, CCG PUT FINISHING TOUCHES ON ITS DRAFT REPORT AND ANNEX ON THE SALARY ADJUSTMENT PROCEDURE FOR STAFF OF THE COORDINATED ORGANIZATIONS. CCG CHAIRMAN MASSBERG HAS BEEN CHARGED WITH PREPARING FINAL REPORT AND ANNEX IN ACCORDANCE WITH CHANGES MADE ON NOV. 3-4 AND WITH TRANSMITTING THEM TO SECRETARIES-GENERAL OF THE COORDINATED ORGANIZATIONS FOR SUBMISSION TO COUNCILS. SEC-GEN REPS EXPRESSED DISSATISFACTION WITH CCG PLAN AND PRESENTED REQUEST FROM SEC-GENS THAT, PENDING ADOPTION OF NEW SALARY PROCEDURE, ALL STAFF BE AWARDED FULL COST-OF-LIVING ADJUSTMENTS FOR FIRST HALF OF 1976. END SUMMARY.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 OECD P 33148 01 OF 02 100739Z

2. AT NOV. 3-4 MEETING, CCG PUT FINISHING TOUCHES ON

ITS DRAFT REPORT (REF B) AND ANNEX ON THE SALARY ADJUSTMENT PROCEDURE FOR STAFF OF THE COORDINATED ORGANIZATIONS. ALTHOUGH MOST CHANGES WERE STYLISTIC, CCG AGREED TO ACCEPT SECRETARIES-GENERAL'S ARGUMENTS ON TWO MATTERS OF SUBSTANCE: (1) THEY CHANGED LANGUAGE IN ARTICLE 7C TO PROVIDE FOR DUAL PRICE INDICES (A NATIONAL PRICE INDEX FOR NATIONAL CIVIL SERVANTS AND AN INTERNATIONAL PRICE INDEX FOR INTERNATIONAL CIVIL SERVANTS) AND (2) THEY AGREED TO DEFINE GOVERNMENT SECTOR IN ARTICLE 9 AS PUBLIC SECTOR RATHER THAN MORE RESTRICTIVELY AS NATIONAL CIVIL SERVICE (SEE REF C, PARAS 3 AND 5). GOVERNMENT REPS UNANIMOUSLY REFUSED, HOWEVER, TO ACCEPT SEC-GEN REPS' AMENDMENT TO ARTICLE 6 WHICH STIPULATED THAT CEILING COULD BE EXCEEDED "WHEN OTHER CRITERIA CONTAINED IN ARTICLE 5 ARE JUDGED TO WARRANT A HIGHER INCREASE." IN EMPHASIZING THE IMPORTANCE GOVERNMENTS ATTACHED TO THE CEILING, GERMAN AND DUTCH DELS NOTED THAT THEIR GOVERNMENTS WERE ATTEMPTING TO HAVE A CEILING SIMILAR TO THAT OF ARTICLE 6 INCLUDED IN THE SALARY PLAN NOW BEING ELABORATED AT THE EEC. ON THE OTHER HAND, BOTH FRENCH AND BRITISH REPS NOTED THAT GOVERNMENTS COULD IN ANY EVENT DECIDE TO EXCEED THE CEILING SHOULD THE CALCULATION OF ARTICLE 6 PRODUCE AN "ABERRATION."

3. SEC-GEN REPS CONTINUED TO EXPRESS CONSIDERABLE DISSATISFACTION WITH THE DRAFT PROCEDURE. (NOTE: AT BEGINNING OF NOV. 3 SESSION, SEC-GEN REPS ASKED THAT THEIR OWN PLAN BE GIVEN FURTHER CONSIDERATION IN CCG. WHEN GOVERNMENT REPS DECLINED TO DO SO ON GROUNDS THAT IT HAD ALREADY BEEN DISCUSSED THOROUGHLY IN CCG, SEC-GEN REPS STATED FOR THE RECORD THAT THEY FELT THE SECRETARIES-GENERAL SALARY PLAN HAD NOT RECEIVED ADEQUATE CONSIDERATION IN THE CCG.) SEC-GEN REPS ALSO PRESENTED NEW PROPOSAL CALLING FOR ONE HUNDRED PER CENT COST-OF-LIVING ADJUSTMENT FOR FIRST HALF OF 1976 FOR ALL STAFF PENDING ADOPTION OF NEW SALARY PROCEDURE. AFTER INTRODUCTORY PARAGRAPH DESCRIBING THE SECRETARIES-GENERAL PROPOSED SALARY ADJUSTMENT PROCEDURE, SECRETARIES-GENERAL PROPOSAL READS AS FOLLOWS.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 OECD P 33148 01 OF 02 100739Z

BEGIN TEXT. 2. IN VIEW OF THE TIME IT WILL TAKE BEFORE ALL THE COUNCILS HAVE APPROVED A NEW SALARY ADJUSTMENT PROCEDURE - THIS WOULD TAKE AT LEAST UP TO THE BEGINNING OF NEXT YEAR - AND THE FURTHER DELAYS INEVITABLY INVOLVED IN THE GENERAL REVIEW THAT WILL FOLLOW, THE CO-ORDINATING COMMITTEE WILL UNDERSTAND THAT IT IS NOT POSSIBLE TO LET THE PURCHASING POWER OF

THE STAFFS OF THE CO-ORDINATED ORGANIZATIONS DETERIORATE
ANY FURTHER.

3. IN THIS CONNECTION AND QUITE APART FROM THE RAPID
INCREASE IN PRICES, IT MUST NOT BE FORGOTTEN THAT, FOR
ALL A AND L GRADE STAFFS, THE COST-OF-LIVING ADJUSTMENT
AWARDED FOR THE SECOND HALF OF 1975 WAS ONLY EIGHTY PER
CENT OF THE INCREASE IN THE COST-OF-LIVING DURING THAT

LIMITED OFFICIAL USE

NNN

LIMITED OFFICIAL USE POSS DUPE

PAGE 01 OECD P 33148 02 OF 02 091629Z

11
ACTION EUR-12

INFO OCT-01 IO-13 ISO-00 AID-05 CEA-01 CIAE-00 COME-00

EB-07 EA-07 FRB-03 INR-07 NEA-10 NSAE-00 USIA-06

OPIC-03 SP-02 TRSE-00 CIEP-01 LAB-04 SIL-01 AGRE-00

OMB-01 ABF-01 /085 W
----- 029434

P R 091538Z NOV 76
FM USMISSION OECD PARIS
TO SECSTATE WASH DC PRIORITY 4176
INFO USMISSION NATO
USMISSION GENEVA
USMISSION EC BRUSSELS

LIMITED OFFICIAL USE SECTION 02 OF 02 OECD PARIS 33148

PERIOD. FOR B AND C GRADE STAFFS, THE FINDINGS OF THE
SURVEYS MADE OF BEST LOCAL EMPLOYERS IN SEVEN COUNTRIES
SHOW THAT, IN ALL THE COUNTRIES STUDIED, PURCHASING POW-
ER HAS BEEN MAINTAINED IF NOT SIGNIFICANTLY INCREASED.

4. THE SECRETARIES-GENERAL THEREFORE PROPOSE THAT, AS AN
ADVANCE OF THE 1976 GENERAL REVIEW, ALL STAFFS OF THE
CO-ORDINATED ORGANIZATIONS BE AWARDED WITH EFFECT FROM

1ST JULY 1976 INCREASES IN SALARIES CORRESPONDING TO ONE HUNDRED PER CENT OF THE INCREASES IN COST-OF-LIVING INDICES DURING THE FIRST HALF OF 1976 AS SHOWN IN THE ATTACHED TABLE. END TEXT.

CCG AGREED TO PLACE THIS PROPOSAL ON THE AGENDA OF ITS NEXT MEETING.

4. AT CLOSE OF MEETING, CCG CHARGED CHAIRMAN MASSBERG WITH PREPARATION OF FINAL REPORT AND ANNEX IN ACCORDANCE
LIMITED OFFICIAL USE
LIMITED OFFICIAL USE

PAGE 02 OECD P 33148 02 OF 02 091629Z

WITH CHANGES MADE ON NOV. 3-4 AND WITH TRANSMITTING THEM TO SECRETARIES-GENERAL OF THE COORDINATED ORGANIZATIONS FOR SUBMISSION TO COUNCILS AS SOON AS POSSIBLE. FINAL TOUCHES WERE MADE ON DRAFT REPORT AT INFORMAL MEETING IN PARIS ON NOV. 5, ATTENDED BY US AND FRENCH REPS. MASSBERG WILL SHOW THIS TEXT TO OTHER GOVERNMENT REPS IN BRUSSELS ON NOV. 8 AND 9 AND IF NO HITCH DEVELOPS WILL TRANSMIT TO THE SECRETARIES-GENERAL IMMEDIATELY THEREAFTER. (NOTE: THE SECRETARIES-GENERAL OF THE CO-ORDINATED ORGANIZATIONS WILL BE MEETING IN BRUSSELS ON NOV. 12. IF MASSBERG IS ABLE TO SEND FINAL TEXT TO THEM NOV. 9, SECRETARIES-GENERAL WILL PRESUMABLY DEFINE THEIR COMMON STRATEGY ON THE PLAN AT THE NOV. 12 MEETING.)

5. ACTION REQUESTED: (1) AS SECRETARIES-GENERAL REQUEST FOR ONE HUNDRED PER CENT COST-OF-LIVING ADJUSTMENT FOR STAFF OVER PERIOD JANUARY 1 - JULY 1 WILL BE CONSIDERED AT NOV. 17-18 CCG MEETING IN PARIS, REQUEST INSTRUCTIONS ON IT BY C.O.B. NOV.16. (2) UNLESS INSTRUCTED OTHERWISE, US WILL SUPPORT CCG SALARY ADJUSTMENT REPORT AND ANNEX ON BASIS OF PAST INSTRUCTIONS WHEN IT IS TAKEN UP IN OECD COUNCIL. NEXT OECD COUNCIL MEETING IS NOV. 16, AND ISSUE COULD CONCEIVABLY BE PLACED ON AGENDA OF THAT MEETING. (NOTE: USNATO WILL CABLE TO DEPARTMENT THE FINAL TEXT OF REPORT AND ANNEX AS SOON AS CHAIRMAN MASSBERG HAS COMPLETED IT.)
TURNER

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: WAGES, PERSONNEL, COMMITTEE MEETINGS, MEETING REPORTS
Control Number: n/a
Copy: SINGLE
Draft Date: 09 NOV 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: ElyME
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976OECDP33148
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760418-0620
From: OECD PARIS
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19761166/aaaacfob.tel
Line Count: 212
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION EUR
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 4
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: 76 STATE 267904
Review Action: RELEASED, APPROVED
Review Authority: ElyME
Review Comment: n/a
Review Content Flags:
Review Date: 07 APR 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <07 APR 2004 by KelleyW0>; APPROVED <06 AUG 2004 by ElyME>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: CCG MEETING NOVEMBER 3-4 ON SALARY PLAN
TAGS: PFOR, OECD, NATO
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006